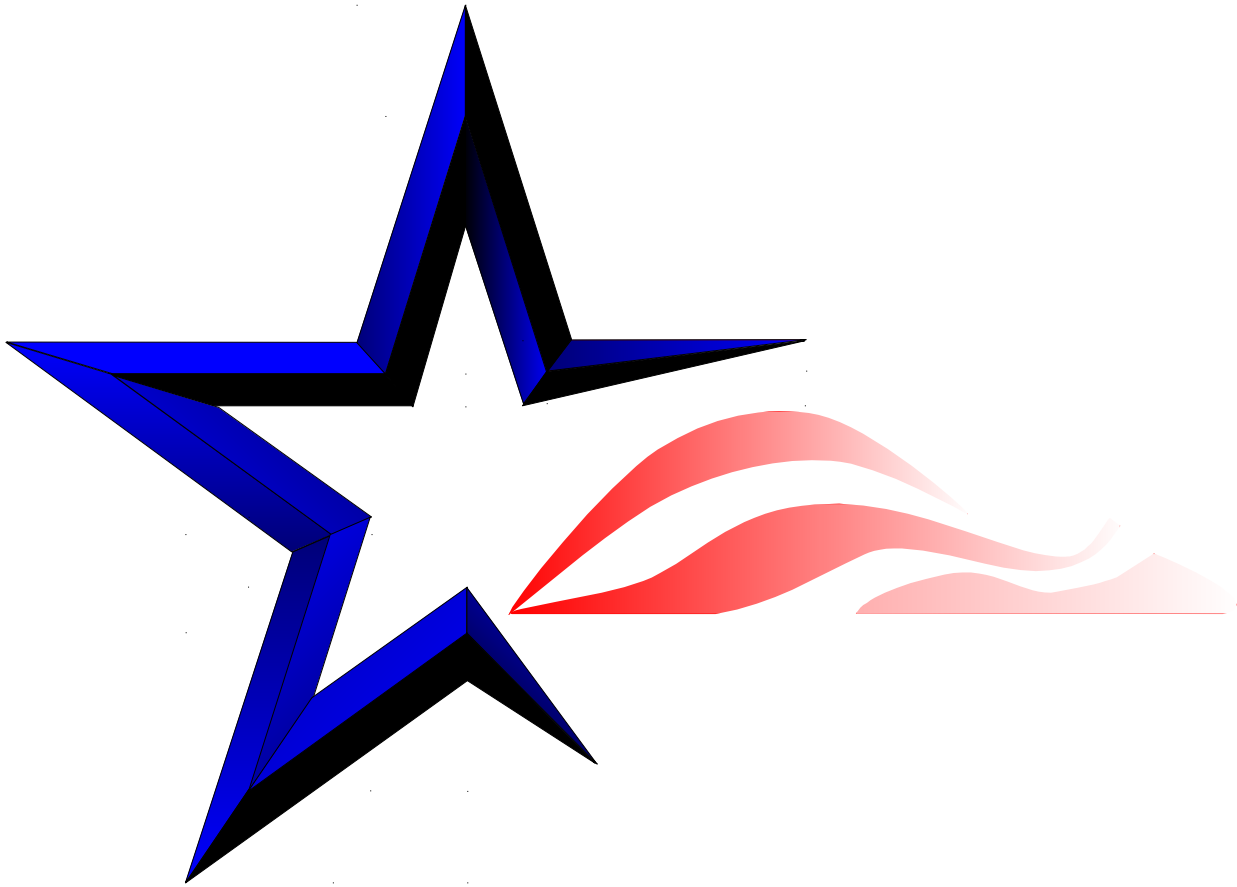
Specialty Career Path



Specialty Career Path (SCP)

- **SCP provides an alternative to the traditional command career path and supports the demand for expertise in the following mission areas throughout the Fleet:**

Anti-Submarine Warfare (ASW)
Anti-Terrorism/Force Protection (AT/FP)
Education & Training Management Systems (ETMS)
Financial Management (FM)
Mine Warfare (MIW)
Missile Defense (MD)
Naval Operational Planner (NOP)
Operations Analysis (OA)
Shore Installation Management (SIM)
Strategic Sealift (SS)

- **The SCP p… …to designated SCP billets, improved career predictability, and the potential to screen for SCP CO/XO milestone billets.**

History of the SCP Program

- **SWO Specialty Career paths approved in 2004 (6 disciplines)**
- **First SWO Specialty Career Path board conducted in Jan 2005**
- **PERS 43 assigned lead within PERS 4 in April 2007 for SCP expansion to URL**
- **First URL SCP Selection Board held June 2010 (10 disciplines)**
  - Added 4 additional disciplines (FM, OA, NOP, ETMS)
- **MILPERSMAN released in August 2011**
  - Provides guidance for SCP Officer Assignments
  - PERS-41 designated as SCP Coordinator for PERS-4

What We Desire to Achieve

- **A cadre of warfare qualified officers who can provide experience and expertise in disciplines that are critical and highly desired by the Navy.**

- **Improved career predictability for selected officers as SCP will provide meaningful, progressive career options within critically important sub-specialties.**

- **Officers who can fill required Warfare Enterprise billets, including sea duty, while remaining viable within their community and Specialty Career Path.**

Unclassified

What SCP is Not

- **SCP is not a new designator. SCP selectees will remain in their current community.**
- **SCP selection does not guarantee exclusive assignment to SCP billets. Rotation dates, needs of the Navy, and career progression will continue to affect the assignment process.**
- **SCP is not a way to avoid sea duty or required community milestone tours. SCP will still allow for normal community sea/shore rotations (may not always be in SCP billets).**
- **SCP billets are not exclusive to SCP officers and most will ultimately be filled by non-SCP Officers due to inventory (per the current guidance of a 4:1 billet-to-body ratio).**
- **SCP is not a manpower draw from the enterprises. Many enterprise billets require skill sets resident within SCP.**

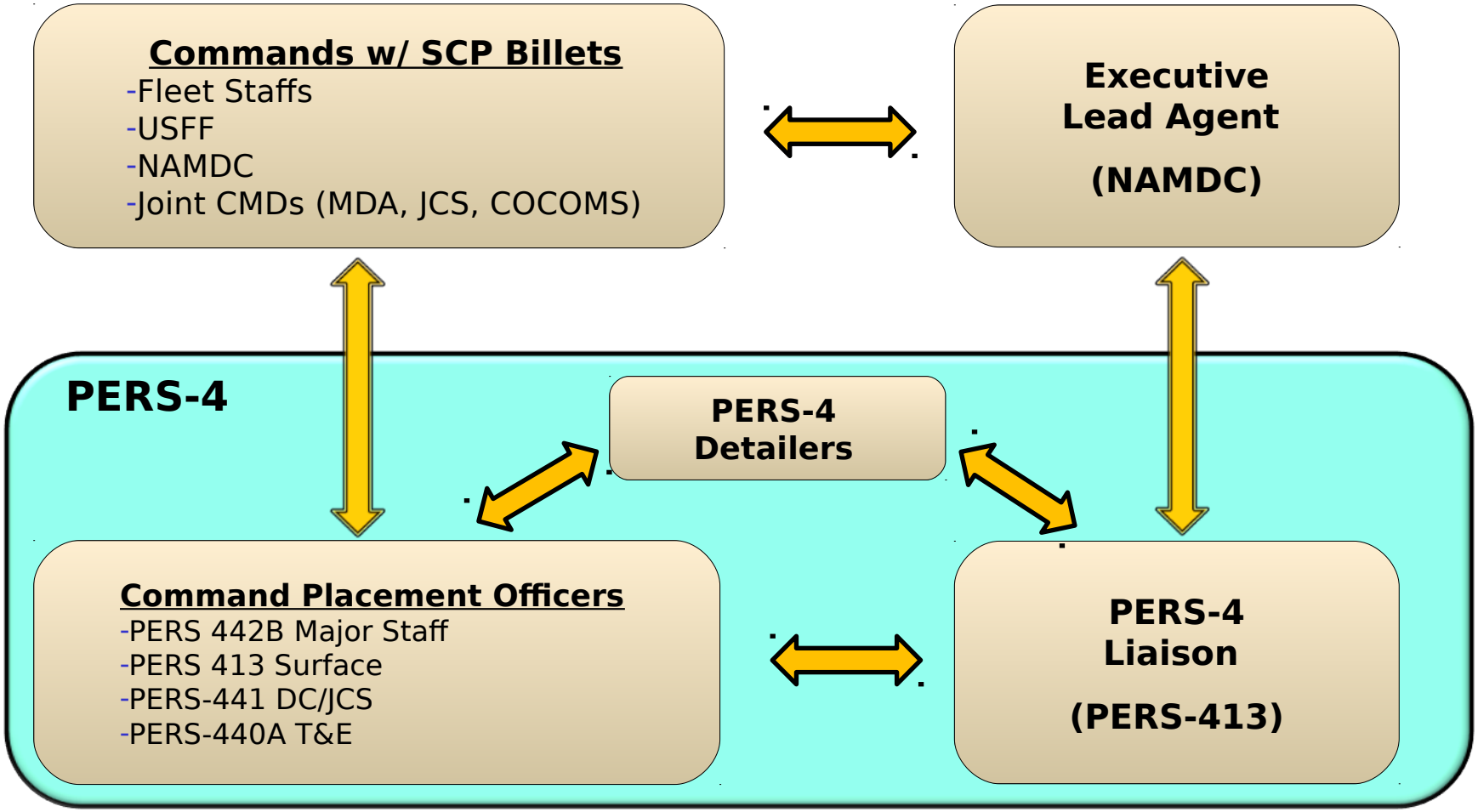
SCP Stakeholder Roles

- **Executive Lead Agents (ELAs)**
  - Develop and maintain billet base for each SCP discipline
  - Define any training requirements
  - Provide recommendations for SCP Selection Board guidance
- **PERS-4 Directorate Liaisons**
  - Single point of contact for respective SCP ELAs
  - Ensure proper billet coding and billet allocation
- **Command Placement Officers**
  - Represent individual commands containing SCP billets
- **SCP Detailers**
  - Work with SCP Officers to provide career advice and assign SCP Officers into SCP billets as timing and availability supports

Unclassified

Relationships & Responsibilities

Example: Missile Defense



MILPERSMAN 1301-233 defines interface between organizations

SCP Executive Lead Agents (ELA)

Discipline	Command	Liaison Directorate
MD	Navy Air & Missile Defense Command	41
ATFP	U.S. Fleet Forces Command	41
ASW	Navy Mine & ASW Command	42
MIW	Navy Mine & ASW Command	41
SIM	Commander, Navy Installations Command	43
SS	Commander, Military Sealift Command	41
FM	ASN Financial Mgmt & Comptroller	44
NOP	OPNAV N3/N5	44
OA	OPNAV N81	44
ETMS	Naval Education & Training Command	43

ELAs work with designated PERS-4 Liaisons to manage the billet base within their respective specialties

SCP Selection Board

- **SCP Selection Board & Application Notes**
  - The maximum number of selects will be determined by discipline health and expected attrition for each mission area
  - Officers may apply for up to two SCP disciplines
  - A command endorsement is required with your application
  - Any board correspondence desired to be made available to the board must be declared in a cover letter as an enclosure
- **Additional Board Actions**
  - SCP-CO and SCP-XO bank officers will be reviewed for continued fitness to serve in a milestone billet
  - All previously unselected LCDR SCP Officers in each discipline will be considered for selection as SCP-XO
  - All previously unselected CDRs, qualified for command IAW CNSP/CNSL 1412.2A, will be considered for selection as SCP-CO

SCP-XOs must be fully qualified for Command IAW CNSP/CNSL 1412.2A prior to being SCP-CO Board Eligible

Eligibility Requirements

- **Designator Specific Requirements:**
  - 1110: Upon completion of a first Department Head tour, or upon completion of the first 18 months of a single longer DH tour.
  - 1120: After final look for Executive Officer and not serving or required to serve in Submarine Support Assignment as determined by the Officer Community Manager.
  - 1310/1320: Upon completion of a DH tour or failure to select for a DH tour for the second time.
- **Officers not eligible for this program:**
  - Full Time Support (FTS) Officers
  - Officers currently being processed for ADSEP
  - Officers who have been DFC'd (or are a subject of a pending DFC)
  - Officers who have submitted a request

Please refer to the relevant NAVADMIN for latest guidance on SCP Board application and eligibility guidance

Selection as SCP

- **Officers are eligible for SCP detailing upon completion of current tour (unless milestone/payback tour is required).**

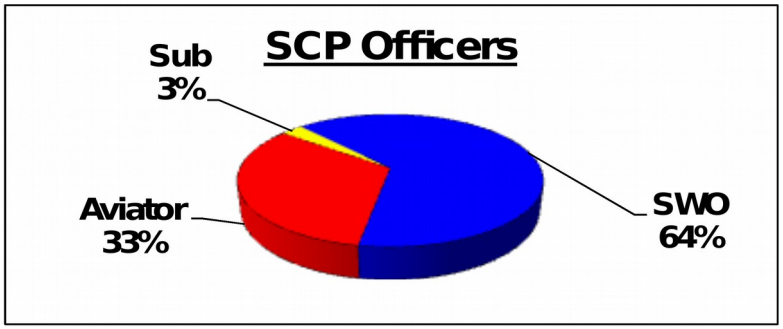
- **SCP Officers are ineligible for consideration for traditional USN Commanding Officer.**
  - **Surface Warfare SCP Officers will not be eligible for consideration at the XO/CO Fleet-Up Board**

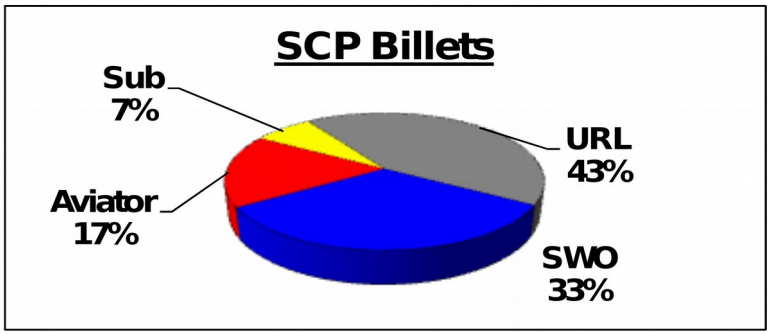
- **Selection as SCP does not relieve an officer of any other pending milestone (if already screened) or payback tours.**

Unclassified

SCP Community Breakdown

	SCP Officers By Discipline										
	MD	ATFP	ASW	MIW	SIM	SS	FM	NOP	OA	ETMS	Total
13XX	0	3	6	1	4	0	10	8	11	4	47
1120	0	0	1	1	0	0	1	0	0	1	4
1110	17	21	9	7	12	15	2	4	0	6	93
Total	17	24	16	9	16	15	13	12	11	11	144
Fair Share (+/- 2)	16	15	17	9	16	10	16	18	14	12	143
	SCP Billets By Discipline										
13XX	4	4	18	5	22	2	8	9	4	21	97
1120	0	2	17	0	2	0	3	6	5	5	40
1110	42	21	23	13	10	23	14	12	16	10	184
1000/1050	16	33	10	16	30	13	38	44	29	11	240
Total Billets	62	60	68	34	64	38	63	71	54	47	561





Specialty Career Path

Disciplines

Unclassified

Missile Defense (LS1)

ELA – Navy Air and Missile Defense Command

Desired Experience/Education/Skillset:

- ✓ **Successful DH tour as CSO, WEPS or OPS on BMD platform**
- ✓ **BM1 AQD**
- ✓ **Advanced architecture experience**

Initiatives in Progress:

- ✓ **Review of CTF IAMD billets for BMD SCP designation**
- ✓ **Review of AEGIS Ashore billets for BMD SCP designation**

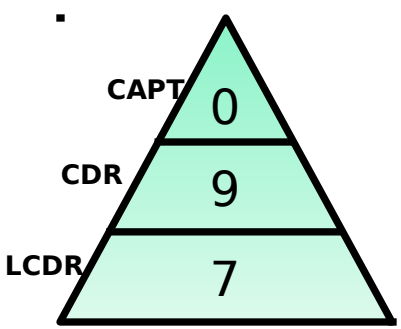
Nominal Career Path:

Directorate Liaison: PERS-41

Missile Defense (LS1)

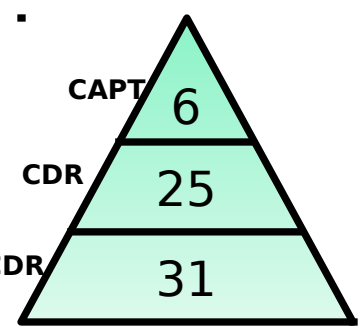
ELA – Navy Air and Missile Defense Command

Inventory by Paygrade



17 Total Officers (+1 LT)

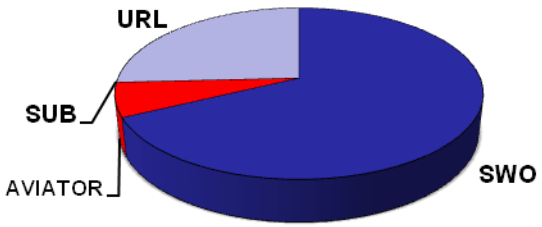
MD Billet Base by Paygrade



62 Total Billets

Billets By Designator

SWO	42
AVIATOR	4
SUB	0
ANY URL	16



Directorate Liaison: PERS-41

Missile Defense (LS1)

ELA – Navy Air and Missile Defense Command

MD Key Milestone Billets:

- ✓ **MD SCP - Commanding Officer**
  - **JCS – CH SPACE/MSL POLICY DIV**
  - **NAMDC – STF OPS&PLN/ACOS DOCTRINE**
  - **JTAMDO – ASST DIR TAMD OPNS**
  - **COMPACFLT – STF OPS&PLN/BMD**
  - **JCS – CHIEF MISSILE DEF BRANCH**
  - **OPNAV – P&P DIR CMDSYS/SEC HD BAL MISSILE DEF**

- ✓ **MD SCP - Executive Officer**
  - **COMPACFLT – STF OPS&PLN**
  - **AEGIS TECH REP MOORESTOWN - XO SHR ACT/CSEDS MANAGER**

Directorate Liaison: PERS-41

Anti-Terrorism/Force Protection (LS2)

ELA – U.S. Fleet Forces Command

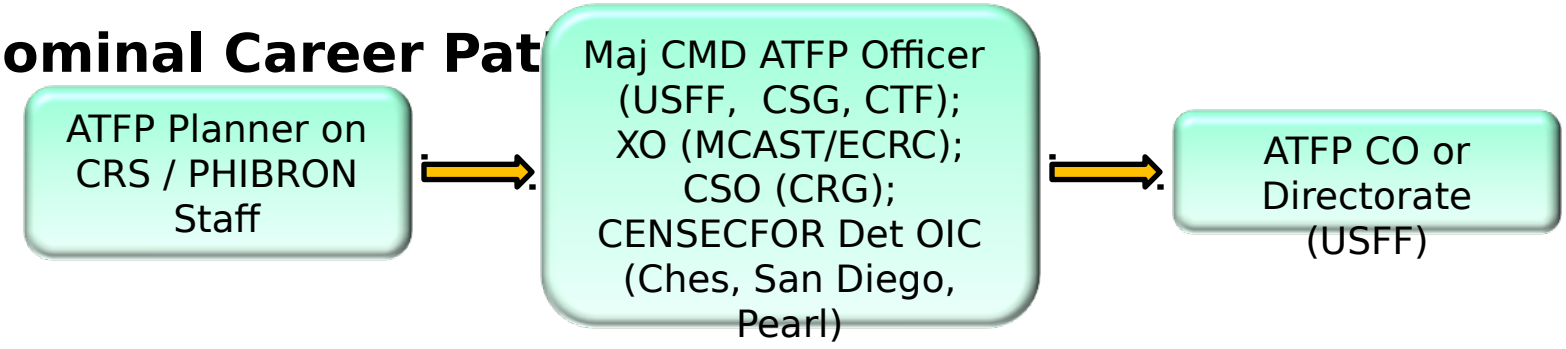
Desired Experience/Education/Skill set:

- ✓ **Successful DH tour as CSO, WEPS or OPS with ATFP collateral**
- ✓ **Either Expeditionary FP or CENSECFOR background**

Initiatives in Progress:

- ✓ **Continuous review of ATFP related billets for SCP designation**

Nominal Career Pat

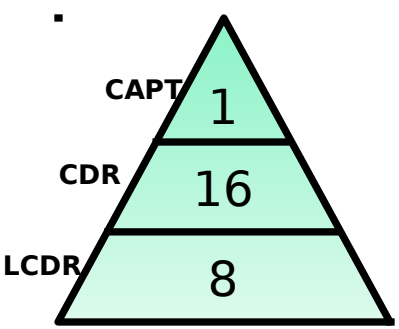

ATFP Planner on CRS / PHIBRON Staff
Maj CMD ATFP Officer (USFF, CSG, CTF); XO (MCAST/ECRC); CSO (CRG); CENSECFOR Det OIC (Ches, San Diego, Pearl)
ATFP CO or Directorate (USFF)

Directorate Liaison: PERS-41

Anti-Terrorism/Force Protection (LS2)

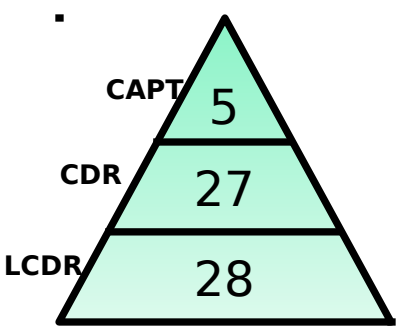
ELA – U.S. Fleet Forces Command

Inventory by Paygrade



25 Total Officers

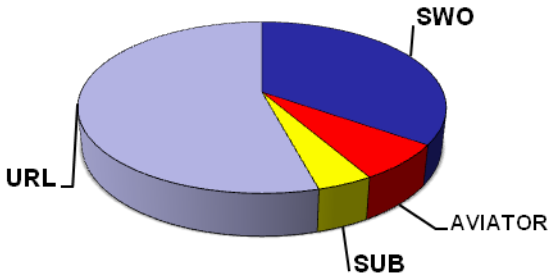
ATFP Billet Base by Paygrade



60 Total Billets

Billets By Designator

SWO	21
AVIATOR	4
SUB	2
ANY URL	33



Directorate Liaison: PERS-41

Anti-Terrorism/Force Protection (LS2)

ELA – U.S. Fleet Forces Command

ATFP Key Milestone Billets:

- ✓ **ATFP SCP - Commanding Officer**
  - **CO SHORE ACTIVITY – ECRC, CENSECFOR NORFOLK**
  - **FPO AT DIVISION DIRECTOR – FFC**
  - **CO EQUIVALENT – Coastal Riverine Group CSO; Numbered Fleet FPO Afloat**

- ✓ **ATFP SCP - Executive Officer**
  - **XO SHORE ACTIVITY – MCAST, ECRC**
  - **FPO AFLOAT – CCSG**
  - **XO EQUIVALENT – SUBGRU OR SEALOGLANT FPO, CENSEFOR Detachment OIC (Det Chesapeake, San Diego & Pearl Harbor)**

Directorate Liaison: PERS-41

Anti-Submarine Warfare (LS3)

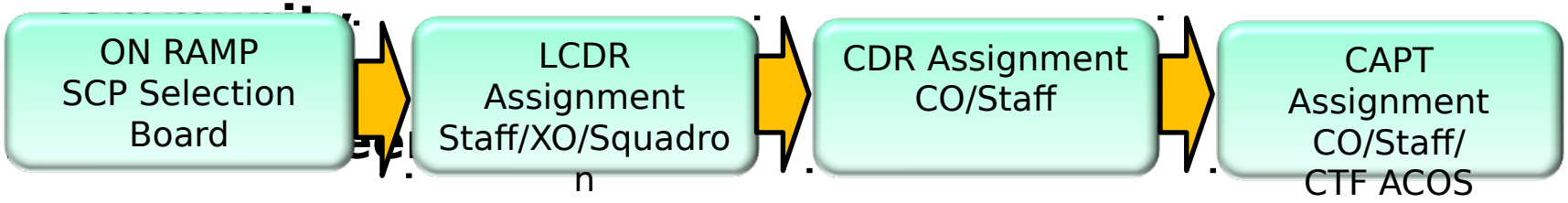
ELA – Naval Mine and Anti-Submarine Warfare Command

Desired Experience/Education/Skillset:

- ✓ **CRUDES TAO / VP-HS Mission Commander / SSN-SSBN OOD**
- ✓ **ASW Experience (GRAD-ED / Instructor / Training Staff)**
- ✓ **Proven performance within Designator Community**

Initiatives in Progress:

- ✓ **NMAWC review of CO/XO nomination packages**
- ✓ **Review of ASW SCP Billet Structure**
- ✓ **NPS ASW Certification requirement for ASW**

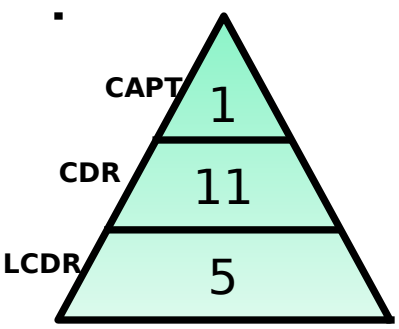


Directorate Liaison: PERS-42

Anti-Submarine Warfare (LS3)

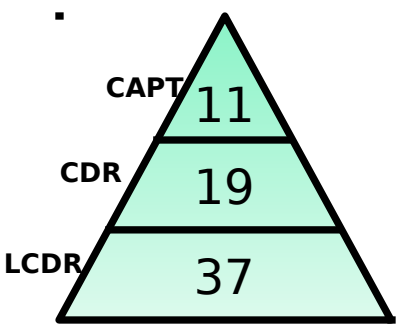
ELA – Navy Mine & Anti-Submarine Warfare Command

Inventory by Paygrade



17 Total Officers

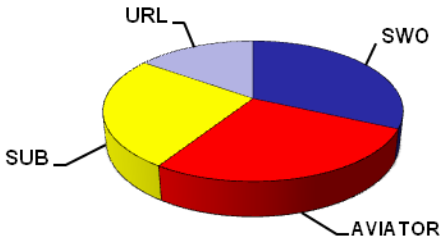
ASW Billet Base by Paygrade



67 Total Billets

Billets By Designator

SWO	21
AVIATOR	18
SUB	17
ANY URL	10



Directorate Liaison: PERS-42

As of 15 May 2013

Anti-Submarine Warfare (LS3)

ELA – Naval Mine and Anti-Submarine Warfare Command

ASW Key Milestone Billets:

- ✓ **ASW SCP – Commanding Officer**
  - **CO NOPF**
  - **XO FLTASWTRACENPAC**
  - **TACTRAGRU**
  - **NMAWC**
- ✓ **ASW SCP - Executive Officer**
  - **XO NOPF**
  - **XO FLTASWTRACENPAC**
- ✓ **ASW SCP – Sequential**
  - **CO FLTASWTRACENPAC**
  - **CO COMUNSEASURV**

Directorate Liaison: PERS-42

Mine Warfare (LS4)

ELA – Navy Mine & Anti-Submarine Warfare Command

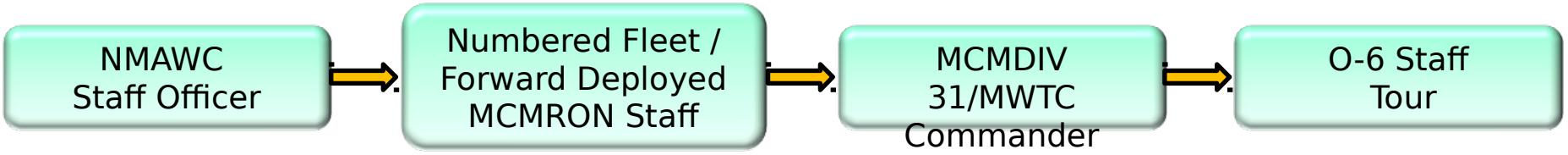
Desired Experience/Education/Skillset:

- ✓ **Mine Warfare Experience**
  - ✓ **MCMDIV, MCMRON, MCM-1 Class**
  - ✓ **Aviation OPS/MO Dept Head**
  - ✓ **Submarine Dept Head**

Initiatives in Progress:

- ✓ **Further refinement of XO equivalent billets**
- ✓ **Review of desired community size**
- ✓ **MIW education program**

Nominal Career Path:

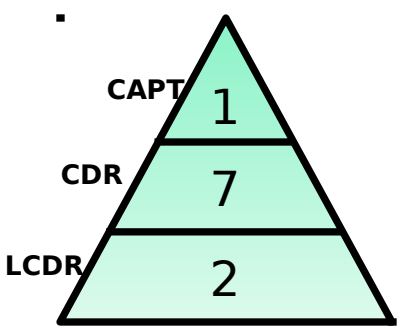


Directorate Liaison: PERS-41

Mine Warfare (LS4)

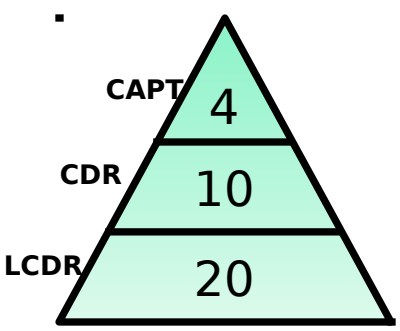
ELA – Navy Mine & Anti-Submarine Warfare Command

Inventory by Paygrade



10 Total Officers

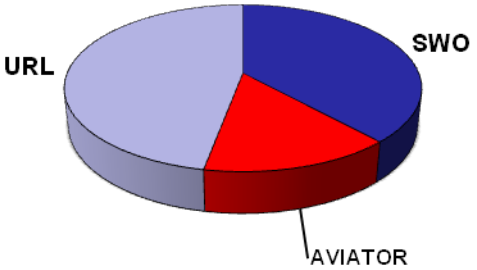
MIW Billet Base by Paygrade



34 Total Billets

Billets By Designator

SWO	13
AVIATOR	5
SUB	0
ANY URL	16



Directorate Liaison: PERS-41

As of 15 May 2013

Mine Warfare (LS4)

ELA – Navy Mine & Anti-Submarine Warfare Command

MIW Key Milestone Billets:

- ✓ **MIW SCP - Commanding Officer**
  - **MCMDIV 31 – CDR OPFOR SEL**
  - **MWTC – CDR/CO SHR ACT**

- ✓ **MIW SCP - Executive Officer**
  - **FFC – STF MINE WRF/SUB & SURF PGRM (N44)**
  - **C7F – STF MINE WRF**
  - **C5F – STF MINE WRF**
  - **CHSCWL – STF MINE WRF**

Directorate Liaison: PERS-41

Shore Installation Management (LS5)

ELA – Commander Navy Installations Command

Desired Experience/Education/Skillset:

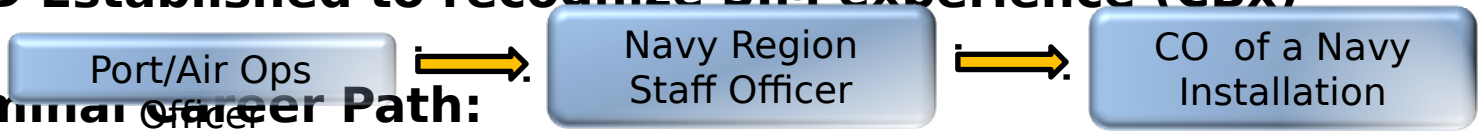
- ✓ **Operational experience**
- ✓ **Shore Installation Management experience**

Benefits of Shore Installation Management:

- ✓ **Fits into existing URL career paths**
- ✓ **Supplemental career path with challenging billets / cmd opportunity**
- ✓ **Variety of experiences**
- ✓ **Opportunity to lead significant change and innovation**
- ✓ **Use and develop business expertise in a large/complex enterprise**
- ✓ **Work cutting edge areas: Energy, Encroachment, Joint, and Digital Age**

AQD Established to recognize SIM experience (CBx)

Nominal Career Path:

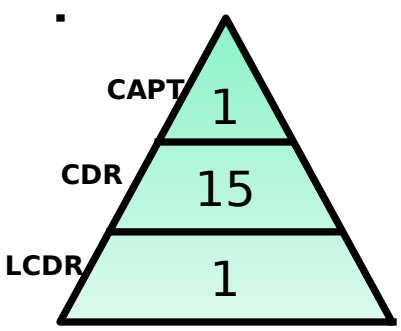


Directorate Liaison: PERS-43

Shore Installation Management (LS5)

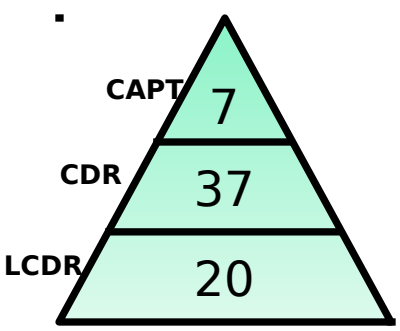
ELA – Commander Navy Installations Command

Inventory by Paygrade



17 Total Officers

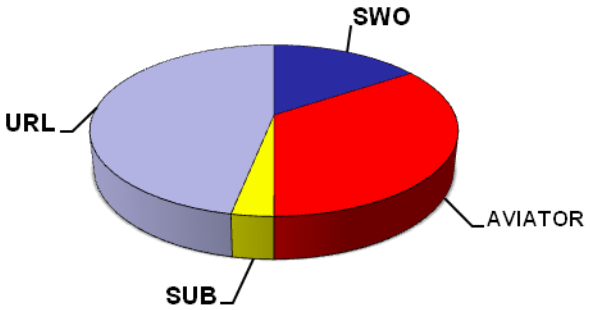
SIM Billet Base by Paygrade



64 Total Billets

Billets By Designator

SWO	10
AVIATOR	22
SUB	2
ANY URL	30



Directorate Liaison: PERS-43

As of 15 May 2013

Shore Installation Management (LS5)

ELA – Commander Navy Installations Command

SIM SCP – CAPT Billets

- ✓ **CNIC Chief of Staff**
- ✓ **Installation CO/CO equivalent**
- ✓ **CNIC/Region Staff**

SIM SCP – CDR Billets

- ✓ **Installation CO/CO equivalent**
- ✓ **Installation XO/XO equivalent**
- ✓ **CNIC/Region/Installation Staff**

SIM SCP – LCDR Billets

- ✓ **Installation XO/XO equivalent**
- ✓ **Flag Aide, Flag Staff**
- ✓ **Installation Dept Head**

Core SIM Knowledge Areas

- Navy/Government Civilian Management Systems
- Contract Civilian Hiring Practices
- Labor Union Practices
- Facilities Management
- Public Affairs
- Navy DOD Financial Practices
- DOD/Navy Dependent Care issues
- MWR Requirements/Financial Management
- Shore Installation Legal & Contracts Administration
- Environmental Management
- Anti-Terrorism Force Protection

Directorate Liaison: PERS-43

Strategic Sealift (LS6)

ELA – Military Sealift Command HQ

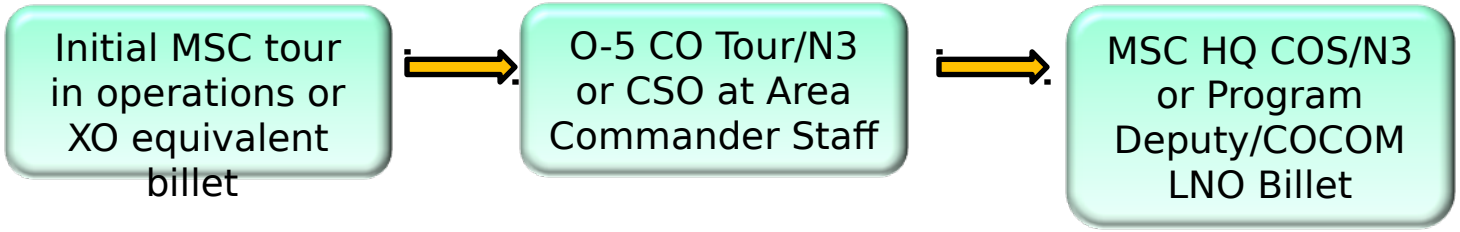
Desired Experience/Education/Skillset:

- ✓ **Successful DH tour on a surface ship**
- ✓ **Successful DH tour in any URL community**
- ✓ **While not required, a successful previous tour with MSC and/or Maritime Academy graduate/commercial merchant license**

Initiatives in Progress:

- ✓ **Review of MSC billets for SCP CO designation**

Nominal Career Path:

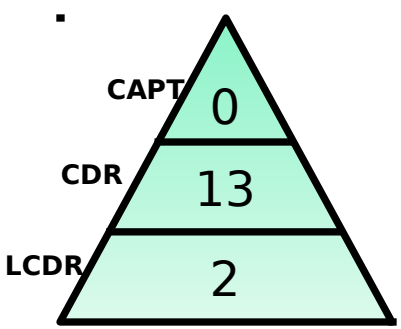

Initial MSC tour in operations or XO equivalent billet
O-5 CO Tour/N3 or CSO at Area Commander Staff
MSC HQ COS/N3 or Program Deputy/COCOM LNO Billet

Directorate Liaison: PERS-41

Strategic Sealift (LS6)

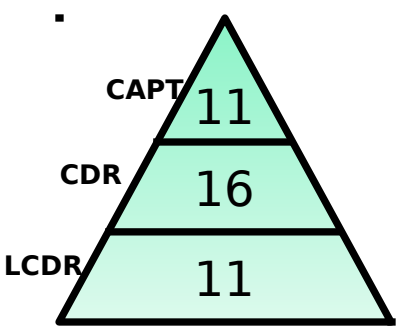
ELA – Military Sealift Command HQ

Inventory by Paygrade



15 Total Officers

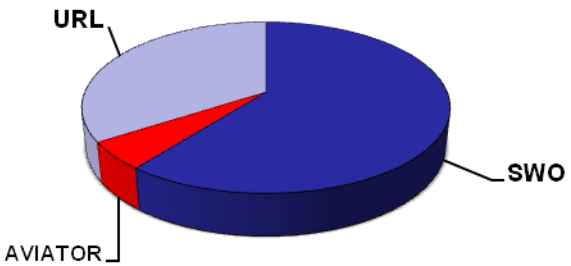
SS Billet Base by Paygrade



38 Total Billets

Billets By Designator

SWO	23
AVIATOR	2
SUB	0
ANY URL	13



Directorate Liaison: PERS-41

Strategic Sealift (LS6)

ELA – Military Sealift Command HQ

SS Key Milestone Billets:

- ✓ **SS SCP - Commanding Officer**
  - **MSCO KOREA – COMMANDING OFFICER**
  - **CTF 63 – CHIEF STAFF OFFICER**
  - **COMSC FAR EAST – CHIEF STAFF OFFICER**
  - **COMSC HQ – CURRENT OPERATIONS OFFICER**

- ✓ **SS SCP - Executive Officer**
  - **MSCO KOREA – EXECUTIVE OFFICER**
  - **SHIP SUPPORT UNIT SINGAPORE – OFFICER IN CHARGE**
  - **MSCO DIEGO GARCIA – COMMANDING OFFICER**
  - **COMSC PACIFIC – CHIEF STAFF OFFICER**

Directorate Liaison: PERS-41

Financial Management (LS7)

ELA – Finance Management & Budget (FMB)

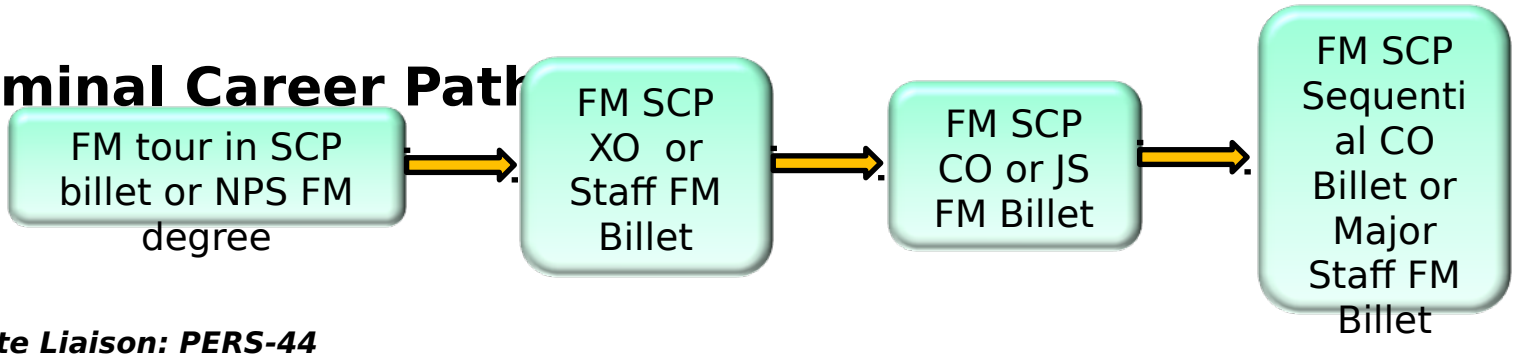
Desired Experience/Education/Skillset:

- ✓ **Sustained superior performance in warfare specialty**
- ✓ **Prior FM tour with SSP codes (3000, 3100, 3105, 3110, 3111, 3112)**
- ✓ **NPS MBA Finance Degree**
  - ❖ **CONRAD Scholar**
- ✓ **MBA or BA/BS (Finance)**
- ✓ **Acquisition Professional (BFM, KO, PM)**

Initiatives in Progress:

- ✓ **Coding of JS and OSD billets for FM SCP designation**

Nominal Career Path:

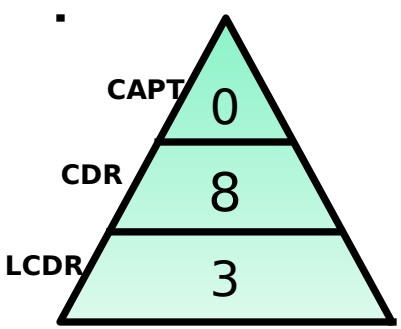

FM tour in SCP billet or NPS FM degree
FM SCP XO or Staff FM Billet
FM SCP CO or JS FM Billet
FM SCP Sequential CO Billet or Major Staff FM Billet

Directorate Liaison: PERS-44

Financial Management (LS7)

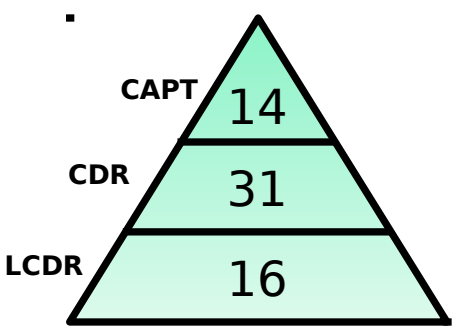
ELA – Finance Management & Budget (FMB)

Inventory by Paygrade



11 Total Officers

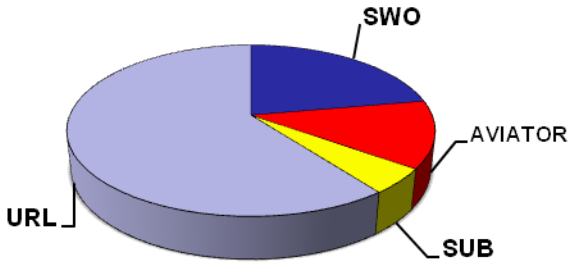
FM Billet Base by Paygrade



61 Total Billets (+2 LT Billets)

Billets By Designator

SWO	14
AVIATOR	8
SUB	3
ANY URL	38



Directorate Liaison: PERS-44

Financial Management (LS7)

ELA – Finance Management & Budget (FMB)

FM Milestone Billets:

- ✓ **FM SCP – Commanding Officer**
  - ASN FMC – COMPTROLLER/ASST DIR OFFICE OF BUDGET
  - ASN FMC – DEPUTY HEAD APPRO MATTER
  - ASN FMC – DEPUTY DIRECTOR INVESTMENTS
  - ASN FMC – DEPUTY DIRECTOR NCCA
  - AIRPAC – BUDGET/FLIGHT HOUR PROGRAM MANAGER
  - SUBFOR – DIVISION DIRECTOR SUBFOR REDI
  - JCS J8 PBAD – DEFENSE RESOURCE MANAGER
  - OSD – SENIOR MILITARY ASSISTANT/ DEPUTY DIRECTOR COMMAND & CONTROL
  - OPNAV – OPERATIONS ANALYSIS/WARFARE INTEGRATION BRANCH
  - JPO – JSF BUSINESS FINANCIAL MANAGER

- ✓ **FM SCP - Executive Officer**
  - ASN FMC – COMPTROLLER/FIN MGMT OFFICER APN
  - ASN FMC – COMPTROLLER/FIN MGMT OFFICDR OPN
  - ASN FMC – COMPTROLLER/FIN MGMT OFF
  - ASN FMC – COMPTROLLER/FIN MGMT OFF/SHIP MAINT
  - ASN FMC – COMPTROLLER/ASST HEAD APPRO MATTER
  - OPNAV – N801 SECTION HEAD AVIATION REQUIREMENTS
  - OPNAV – N801 SECTION HEAD SHIP & SUB REQUIREMENTS
  - OPNAV – OPERATIONS ANALYSIS/WARFARE INTEGRATION BRANCH

Directorate Liaison: PERS-44

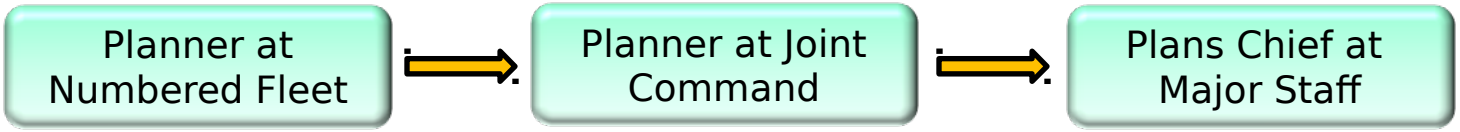
Naval Operational Planner (LS8)

ELA – OPNAV N3/N5

Desired Experience/Education/Skillset:

- ✓ **Successful tour as URL Department Head**
- ✓ **JP1, JP2, JP3 or JPN AQD**
- ✓ **Advanced planning experience**
- ✓ **Graduates * of:**
  - ✓ **Maritime Advanced Warfighting School (MAWS)**
  - ✓ **School of Advanced Military Studies (SAMS)**
  - ✓ **School of Advanced Warfighting (SAW)**
  - ✓ **School of Advanced Air & Space Studies (SAASS)**
  - ✓ **Joint Advanced Warfighting School (JAWS)**

Nominal Career Path:



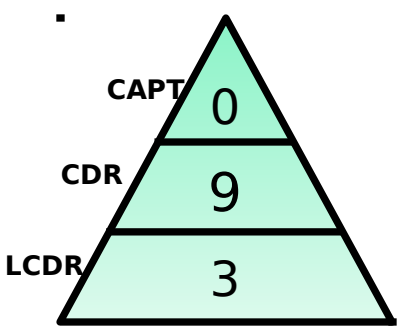
Major Staff = JCS, COCOM, Numbered Fleet, NATO

Directorate Liaison: PERS-44

Naval Operational Planner (LS8)

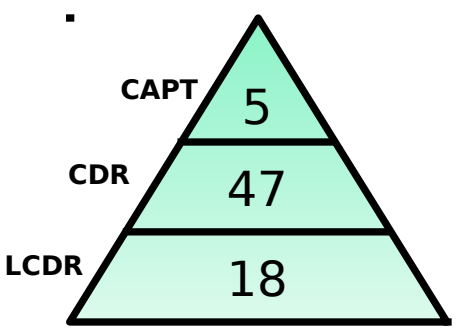
ELA – OPNAV N3/N5

Inventory by Paygrade



12 Total Officers

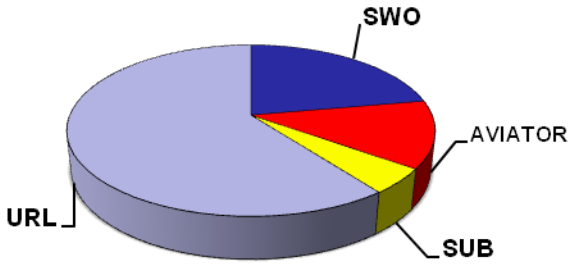
NOP Billet Base by Paygrade



70 Total Billets (+1 LT Billets)

Billets By Designator

SWO	12
AVIATOR	9
SUB	6
ANY URL	44



Directorate Liaison: PERS-44

Naval Operational Planner (LS8)

ELA – OPNAV N3/N5

NOP Key Milestone Billets:

- ✓ **NOP SCP - Commanding Officer**
  - **JCS – STRAT POLICY PLANNER**
  - **COMSEVENTHFLT – STF REDI GEN**
  - **COMPACFLT – STRAT PLN/HEAD DELIBERATE/CRISIS PLN**
  - **COMSIXTHFLT – STF OPS PLN/EX DIV HD**
  - **COMUSFLTFOR – STF PLN/FLEET DOCTRINE**
  - **NWARCOL – ADV C&S INST/JMO MIL PROF**

- ✓ **NOP SCP - Executive Officer**
  - **COMPACFLT – STF OPS&PLN**
  - **PACOM – PLANS OFFICER**
  - **STRATCOM – JFCC GS CHIEF PROGRAM PLANNING BRANCH**
  - **TRANSCOM DDOC – JOINT TRANS STAFF OFF**

Directorate Liaison: PERS-44

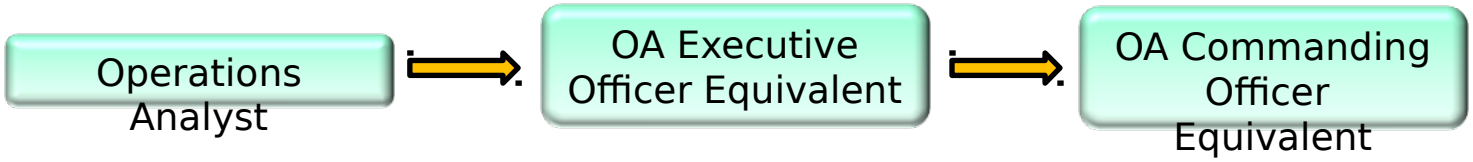
Operations Analysis (LS9)

ELA –OPNAV N81 Assessment Division

Desired Experience/Education/Skillset:

- ✓ **Successful DH tour in warfare specialty**
- ✓ **Technical undergraduate degree or experience**
- ✓ **Operations Research Master's degree**
- ✓ **Prior tour in Operations Analysis (3211) or Operations Logistics (3212) coded billet**

Nominal Career Path:

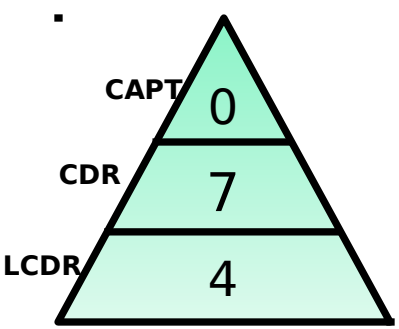


Directorate Liaison: PERS-44

Operations Analysis (LS9)

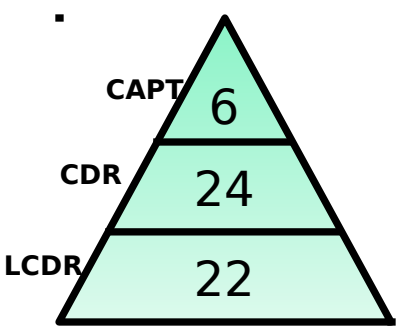
ELA –OPNAV N81 Assessment Division

FY12 Inventory by Paygrade



11 Total Officers

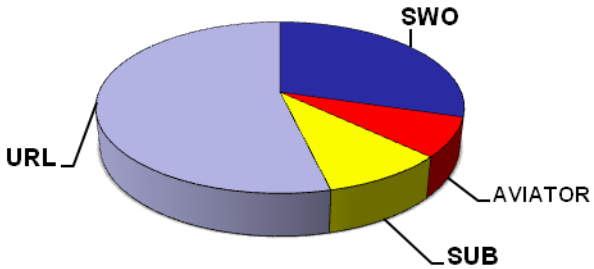
OA Billet Base by Paygrade



53 Total Billets

FY12 Billets By Designator

SWO	16
AVIATOR	4
SUB	5
ANY URL	29



Directorate Liaison: PERS-44

Operations Analysis (LS9)

ELA –OPNAV N81 Assessment Division

OA Key Milestone Billets:

- ✓ **OA SCP - Commanding Officer**
  - **OPNAV – OPERATIONS ANALYSIS SECTION HEAD, CAMPAIGN ANALYSIS**
  - **OPNAV – RESOURCE MANAGEMENT BRANCH HEAD**

- ✓ **OA SCP - Executive Officer**
  - **NAVCOSTCENT – STATISTICAL DATA ANALYST/COST ANALYST**
  - **CNO SSG – SSG OPERATIONS ANALYST**
  - **USPACOM – MILITARY ANALYST**
  - **CENTCOM HQ - MILITARY ANALYST**

Directorate Liaison: PERS-44

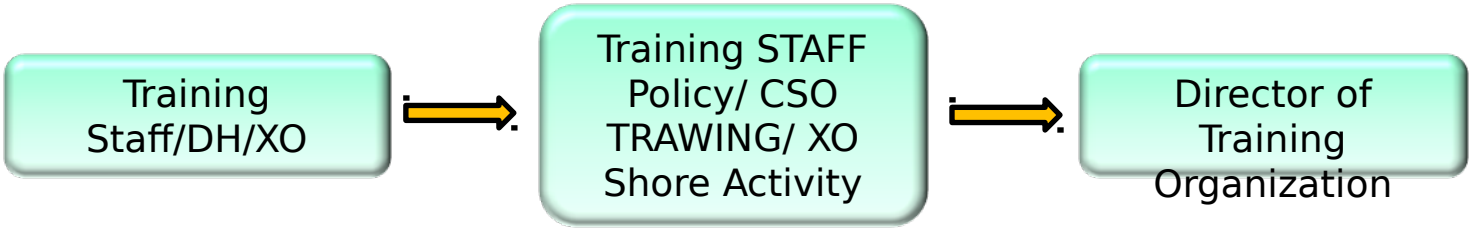
Education & Training Mgmt (LS0)

ELA – Navy Education and Training Command

Desired Experience/Education/Skillset:

- ✓ **Experience and /or education in organizational, resource, fiscal, and personnel management.**
- ✓ **Experience and/or education in education and training; instructional systems development; education psychology; education/training research; education technology; and education policy.**

Nominal Career Path:

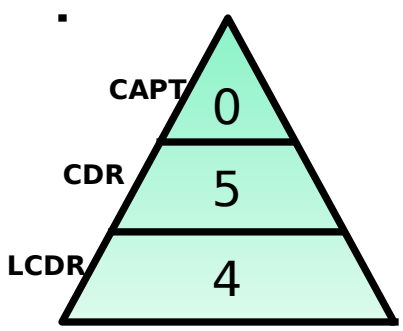


Directorate Liaison: PERS-43

Education & Training Mgmt (LS0)

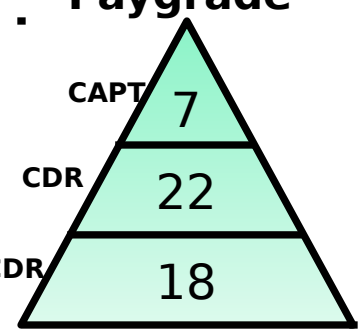
ELA – Navy Education and Training Command

FY12 Inventory by Paygrade



9 Total Officers (+1 LT)

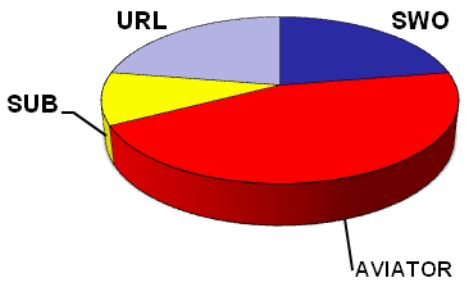
ETMS Billet Base by Paygrade



47 Total Billets

FY12 Billets By Designator

SWO	10
AVIATOR	21
SUB	5
ANY URL	11



Directorate Liaison: PERS-43

Education & Training Mgmt (LS0)

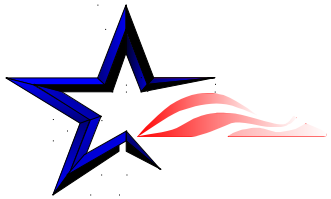
ELA – Navy Education and Training Command

ETMS SCP Key Milestone Billets:

- ✓ **ETMS SCP - Commanding Officer (CDR)**
  - OPNAV – MPWR PLN/REQUIREMENT INTEGRATION
  - OPNAV – REQUIREMENTS OFFICER – AVIATION
  - TRAWING 1, 2, 4, 5, & 6 – CHIEF STAFF OFFICER
  - CSCS UNIT – XO SHORE ACT
  - NASC PCOLA – XO SHORE ACT

- ✓ **ETMS SCP - Executive Officer (LCDR)**
  - OPNAV – BUDGET/MPT&E PROGRAM ANALYST
  - OPNAV – MPWR PLN/ASST TRNG POLICY BRANCH
  - TRAWING 1, 2, 4 & 5 – STF A OPS & PLN DEPT

Directorate Liaison: PERS-43



Questions?